



## Welcome

Thank you for your interest in the post of teacher of English at The John Warner School. I appreciate the time that it takes to apply for teaching positions and hope that the details in this pack provide you with all the information you need.

At The John Warner School we are proud to belong to a school which is **committed to excellence** in all that we do. We offer a well-rounded education to all of our students across the ability range and we aim to help them to discover and develop their own potential. We seek to equip them with the knowledge, technological capabilities, skills and character needed to face the modern world and to cultivate respect for and understanding of all members of their community.

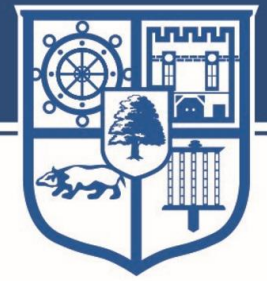
At The John Warner School we are proud to belong to a school that has provided a first-rate education to young people in Hoddesdon since John Warner built a school for children of all classes and religious beliefs in 1841. Our school today is founded on the basis of excellent teaching and the encouragement of hard work. We are passionate about creating the best learning opportunities for our students, the best professional development for our staff and the best engagement with our community.

This is an exciting period in the school's history where we are undertaking a number of school improvement initiatives. Over the coming years we will build a school where:

- Students make exceptional progress;
- Students access an exciting, challenging and relevant curriculum;
- Students are supported by a caring, committed and capable pastoral system;
- The well-being of all members of the school community is given priority;
- We have truly great teaching, learning and assessment;
- Staff enhance their practice through a personalised, relevant and ongoing training programme;
- We enjoy an engaging, vibrant and pleasant learning environment;
- We make meaningful connections with our local community
- We have a popular, high-performing and well-resourced Sixth Form;
- We use intelligent, responsible and focused leadership and management systems.

We are proud to belong to a school where we value:

- **Aspiration.** We aim high in all we do, prepare to succeed in school and in life and aim to create memories and futures together.
- **Creativity.** We believe that we are creative, love learning and thinking deeply and acknowledge the importance of education for education's sake.
- **Participation.** We learn from each other to make a positive impact on our school, family and world, broaden our skills beyond the classroom and promote community links through charitable works.



- **Respect.** We create a mutually respectful atmosphere, we respect ourselves, others and our surroundings and we form positive relationships in an environment that is free from prejudice, bullying and harassment.
- **Endeavour.** We believe hard work leads to success, strive to achieve our targets, goals and ambitions and develop resilience to thrive in an ever-changing world.

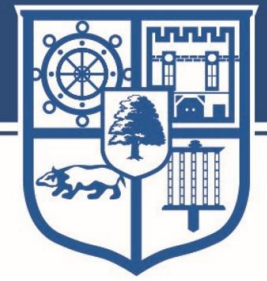
The school benefits from a superior environment for learning. In addition to our state-of-the-art sports centre, which is one of the largest attached to any school in the country, we have benefited from £18 million worth of development which means that students now benefit from having some of the best learning resources and accommodation in the country. This means that students who attend our school benefit from a superb indoor environment as well as a landscaped external environment that provides them with opportunities for relaxation, sport and socialising. Most recently the school has opened new centres for humanities, modern foreign languages, art, technology, mathematics, English as well as a new library. Together these facilities mean we are able to offer a modern and integrated campus to support the work of the staff and learning of the students.

In 2016, The John Warner School joined with The Cranbourne Primary School and Roselands Primary School to form The Hoddesdon School Trust. Together we are committed to excellence in all that we do and we offer unparalleled opportunities and experiences to all of our pupils and staff. We focus on high expectations, enthusiasm and aspiration within a culture of tolerance, respect and care. Across the trust we provide a platform for life opportunities in education, recreation and leisure; broadening horizons to create memories and futures together.

Thank you for considering The John Warner School.

**Jeremy Scott**  
Headteacher





## Faculty of English, Music and Drama



The faculty of English, Music and Drama is characterised by its supportive and encouraging environment where staff work in a collegiate manner for the benefit of the students we teach. We have the highest expectations of student behaviour and the work that is produced, explaining why student performance has been consistently strong for a long number of years. We are fortunate to have many long serving, experienced members of staff in place, including senior leaders within the school as well as

newly qualified teachers. We are proud of our record of being an inclusive, welcoming faculty.

Such stability is aided by staff being encouraged and trusted to follow their educational interests. Continuous Professional Development has allowed staff to complete further study in the form of Masters courses, to become Senior Examiners and Lead English Experts for relevant exam bodies, to gain the Prince's Teaching Institute Award in English and Music, to create clubs and teams who compete in national speaking competitions such as Rotary Youth Speaks and local competitions such as The Mayoral Debate. In Music and Drama, we have recently pursued opportunities to gain nationally recognised awards such as the ArtsMark. We actively encourage staff to want to learn more so that this knowledge and expertise can be shared with students.

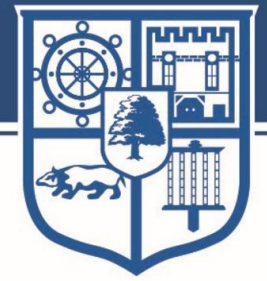
There are 11 English teachers and one English and Drama teacher who work together to ensure the best possible outcomes for our students. All students at KS4 follow the AQA English Language and

English Literature specifications; at KS5, we follow AQA English Literature B.

There is a strong track record of high performance over a number of years, at GCSE in particular. In both key stages, teachers are empowered to teach the right texts for their classes. At KS3, we aim to prepare students for their future learning, but not in the form of 'mini-GCSE'. We believe in studying texts that are challenging, that offer opportunities to broaden cultural literacy, as well as teaching other key English skills of reading and writing.



**James Fitzgerald** Assistant Headteacher: Teaching, Learning and Assessment; Head of the Faculty of English, Music and Drama



## Job Details

### Teacher of English

We are seeking to appoint an enthusiastic and inspiring teacher of English. The successful candidate will be joining a high-performing faculty that consistently delivers on positive outcomes for the pupils of our school.

**Start date:** September 2019 (July 2019 for newly qualified teachers)

**Post:** Full-time, permanent position

**Salary:** MPS/UPS dependent on experience and qualifications + London fringe

**Closing date for applications:** Friday, 22<sup>nd</sup> March 2019

**Interviews:** Week commencing 25<sup>th</sup> March 2019

**Applications:** A letter of application to the Headteacher with reference to the person specification and a completed application form should be submitted by post or email to Mrs Maria Georgiou, PA to the Headteacher ([mag@johnwarner.herts.sch.uk](mailto:mag@johnwarner.herts.sch.uk))

**School visits:** Visits to the school can be arranged prior to making an application. Please contact Mrs Maria Georgiou, PA to the Headteacher ([mag@johnwarner.herts.sch.uk](mailto:mag@johnwarner.herts.sch.uk)) to arrange a visit.



The school is committed to safeguarding and promoting the welfare of young people and expect staff to share this commitment. Applicants must be willing to undergo an Enhanced DBS disclosure and approved references will be required for the post.





## Person Specification

Attributes	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>A good honours degree in a related subject</li> <li>Qualified Teacher Status (QTS)</li> <li>PGCE or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Professional development relevant to the role</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>Enthusiasm and a passion for teaching</li> <li>Knowledge and understanding of the subject at key stages 3, 4 and 5</li> <li>Excellent classroom practitioner who sets appropriate challenge</li> <li>Understanding and experience of using a variety of teaching and learning methods to engage and inspire pupils in and outside of the classroom</li> <li>Strong behaviour management experience establishing positive relationships and clear expectations</li> <li>Understanding and experience of using effective assessment techniques including the setting of appropriate targets and providing feedback to pupils</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching the subject across all key stages</li> <li>Evidence of research carried out to inform practice</li> <li>Ability to teach second subject</li> </ul>
<b>Skills and attributes</b>	<ul style="list-style-type: none"> <li>Strong communication skills, both written and oral</li> <li>Organisational skills</li> <li>ICT skills as applicable to role</li> <li>Effective time management</li> <li>Ability to develop positive relationships with staff, students, parents and the wider community</li> <li>Reflective practitioner</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to extra-curricular aspects of the school community</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>Committed to safeguarding</li> <li>Enthusiastic</li> <li>Positive attitude and mindset</li> <li>Creative</li> <li>Good sense of humour</li> <li>Ability to work under pressure</li> </ul>	<ul style="list-style-type: none"> <li>Ambitious</li> </ul>



## Job Description

### Main Professional Scale Teacher

#### Core purpose

- To teach across the age and ability range, as and when experience allows, and to provide a learning environment that enables all students to make progress regardless of their starting points;
- To share the responsibility of all staff to ensure that our students are challenged, encouraged, nurtured, safeguarded and developed.

#### Main Responsibilities

- To fulfil the professional standards for a teacher;
- To plan and prepare courses and lessons;
- To teach according to their educational needs, the pupils assigned to him/her, including the setting and marking of work to be carried out by the pupil in school and elsewhere;
- To assess, record and report on the development, progress and attainment of pupils;
- To maintain good order and discipline in-line with the school's Behaviour for Learning policy;
- To commit to safeguarding and promoting the welfare of young people.

#### Other responsibilities

- To promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to him/ her;
- To provide guidance and advice to pupils on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions;
- To make records of and reports on the personal and social needs of pupils;
- To communicate and consult with the parents of pupils;
- To communicate and co-operate with persons or bodies outside the school;
- To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils;
- To participate in appraisal according to the school's procedures;
- To commit to continuous professional development;
- To be a form tutor as required;
- To promote the school's vision and values;
- To promote equality and inclusivity;
- To comply with the school's Health and Safety policies;
- To participate in meetings arranged for any of the purposes described above.

Whilst this job description is current, and every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified. Employees will be expected to comply, following consultation, with any reasonable request from the Headteacher to carry out tasks and duties that are of a similar level, but not specified in the job description.